

## President's Message



New Orleans, LA  
2017 National SHRM Conference  
- Karen Eichstaedt,  
Chapter President

Over 16,000 HR professionals, 1,000 of whom were global partners from 80 countries, were welcomed into the "Big Easy" city of New Orleans for the annual 2107 SHRM National Conference. It was my first national event, and I couldn't have been more impressed with the event management team!

With a theme of "ALL IN", a huge area was designated as the HR Connections area, housing registration, concierge, book store, e-learning/certification and a "smart stage" where speakers gave abbreviated versions of their presentations. My favorite spot was a gigantic "post-it" board, where folks added what they were ALL IN for in their HR roles. Some things mentioned were: The New Workplace, Bringing Life into Worklife, Listening More, Inclusivity, Forward-Thinking, Soft Skills, Leadership Development, Getting Energized, and Making a Difference.

That the HR profession is rapidly accelerating in terms of knowledge, leadership and importance was evident in the hundreds of offerings tracked by HR competencies in the new learning Model.

## Third Quarter Newsletter July - September 2017

My goal was to add 10 new HR ideas to my tool box; I left there with three times that! Most notable for me was finally meeting one of my HR gurus Patrick Lencione, author of "The Five Dysfunctions of a Team" & his latest "The Ideal Team Player".

Patrick laid out a new model for selecting and growing people who can work together on teams and thrive. It's so simple . . . but then, most profound things are! Without giving away his thesis, think about these virtues when hiring and coaching people: humility, people smarts and hungry. When I think of my hiring miscues, most can be attributed to the lack of one or more of these attributes!

There was no shortage of fun either. For me, walking the famed Bourbon Street with its magnificent French architecture, a seat at the chef's table at Emeril's first New Orleans restaurant and the welcoming hospitality of the people of New Orleans stand out. And hanging out in the Volunteer Leaders' Lounge, where I met up with other CT Chapter and State Council members was a real treat.

However, I can say with all honesty, that I truly felt like I had experienced NOLA after spending a raucous evening in the company of New Orleans native Harry Connick Jr. His march through the audience with his outrageous brass band playing "When The Saints Go Marching In" exemplified the spirit and energy of the city. It's a moment I won't forget . . . Thousands of HR folks, umbrellas raised, dancing in the aisles. Who says HR is not fun!!! We are writing the book on bringing more life into work!



### HRLA Chapter Update

Our chapter has been busy this summer too, as we brainstorm ideas to improve membership recruitment and retention, programming and communications. Smaller teams have been meeting in advance of our annual strategic planning event August 8th, where we will map out initiatives for next year. We've got some great member initiative merchandise to reveal, and are streamlining roles so people can participate more fully in the board regardless of how much volunteer time they can give.

Be sure to catch our July 12th **Social in Mystic**; our member **Sail to Block Island** August 25th, and our September 13th Breakfast Event on **HR Analytics!**

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The Human Resource Leadership Association  
of Eastern Connecticut

## Annual July Social

An Evening for You - Relax, Recharge, Renew



Held at the beautiful  
seaside Haley Mansion  
in Mystic, CT

**Date:** Wednesday, July 12, 2017

**Time:** 4:30 - 7:30PM

**Location:** Haley Mansion  
Three Williams Ave, Mystic, CT

**Price:** \$45 per person  
Members and Guests  
(Includes two free drink tickets)

**Register Early at:** [www.hrlect.org](http://www.hrlect.org)

- ◊ **Networking** - Now's the time to catch up with old friends and make new ones. Socialize, relax and enjoy yourself at our luxurious Summer Social at the gorgeous Haley Mansion in Mystic ~ It's all about YOU tonight!
- ◊ **This is a Bring-A-Friend Event** - so invite an HR Colleague to join you!
- ◊ **Great Food** - Tapas style food stations including Asian, Mediterranean and Italian; passed appetizers; delicious deserts ~ and, topped off with gourmet cupcakes!
- ◊ **Fun Bar** - with two free drink tickets just for YOU
- ◊ **Win** - We'll have lot's of terrific Door Prizes! Bring your business cards
- ◊ **Just For You!** - Get your name done in word art, and some makeup tips from our stylists!
- ◊ **... and more FUN Surprises!**

**By Popular Request! 4:45PM**

**"Mindfulness for Healing Corporate America"**  
Join us for a special session with Aetna's Director of Mindfulness Cheryl Jones .  
Learn why meditation is an essential tool for HR Managers in a distracted and dynamic work environment.

**Thank you to our AWESOME Sponsors!**



## JULY KICK-OFF HRLA MEMBERSHIP INITIATIVE\*

### A *Thank You* Gift ~ Just for *YOU*

Have YOU been thinking about joining HRLA?

Go to [www.hrlact.org](http://www.hrlact.org) and Join Now.

Then, you may choose a *Thank You Gift* at our next HRLA meeting.

### New Member Gifts



**HRLA Ecosmart Bag**  
13" Recycled Tablet Bag  
Embossed with the HRLA Logo



**HRLA Urban Messenger Bag & Mug**  
100% Recycled Material  
Imprinted with the HRLA Logo

### HRLA Members – Referrals Welcome!

If your HR friend or colleague types your name on the *HRLA Website Application*,  
“How did you hear about HRLA?” & then they JOIN HRLA, you may choose a *Referral Gift*.



**HRLA Classic 20"**  
**Weekender Bag**  
Embossed with the HRLA Logo



**HRLA Energy Bar Pro**  
8,400 mAh  
Imprinted with the HRLA Logo

\*HRLA Membership Initiative – for all new members & referrals beginning July 1, 2017  
Contact Maria D'Amelia, [maria.k@hdibeer.com](mailto:maria.k@hdibeer.com) or Janet Welch, [wjanet20@aol.com](mailto:wjanet20@aol.com) with questions.  
Visit [www.hrlact.org](http://www.hrlact.org)



## 2017 Calendar of Events

January	February	March
EQ Competence: HR's Secret Weapon 1/19/2017 5:30 PM New London Holiday Inn	New Member Open House 2/7/2017 7:30 AM Norwich Holiday Inn	Building a Culture of Accountability 3/7/2017 5:30 PM Norwich Holiday Inn
April	May	June
Bias 4/5/2017 5:30 PM Norwich Holiday Inn	DOL Wage & Hour Audit 5/9/2017 5:30 PM Norwich Holiday Inn	The Value of Investing in a Healthy Workforce 6/7/2017 7:30 AM New London Holiday Inn
July	August	September
Our Annual Summer Social TBD (July 11, 12 or 13) 5:30 PM somewhere fun	Relaxing with HRLA Friends 8/25/17 All Day Block Island	Moving from HR Metrics to HR Analytics 9/13/2017 7:00 AM (Note Early Start Time!) Norwich Holiday Inn
October	November	December
Legal Update 10/18/2017 5:30 PM New London Holiday Inn	ADA Reasonable Accommodations process TBD (Nov 7, 8 or 9) 7:30 AM Norwich Holiday Inn	Annual Meeting & Holiday Party 12/7/2017 5:30 PM Possibly Norwich

More details about each event will be posted on [www.hrlact.org](http://www.hrlact.org) as they become available.





Join your HRLA friends on a . . .

# Block Island Get-Away!

**Friday, August 25, 2017**

- 17 miles of beaches!
- Shopping!
- Mohegan Bluffs!
- 1661 Farmhouse!
- Bikes/Mopeds!
- Nature Maze!
- Clayhead Preserve!

and

**Complimentary lunch with  
HRLA team!**

Ferry ride one  
hour , 15 minutes  
one way;

Parking: Water  
Street Garage  
across street  
from ferry:  
\$8:00 day

We'll meet at New London Docks 8:00am Friday morning. . .

**Block Island Ferry/ New London Dock:**

Round trip adult \$47.50; child \$23.75; bikes \$10.00 extra  
LV New London 8:30am; Return from Island 4:55pm

**Reservations Recommended! [Goblockisland.com](http://Goblockisland.com)**



Human Resource Leadership  
Association of Eastern Connecticut

Breakfast Event : Wednesday, September 13, 2017



## From HR Metrics to HR Analytics:

Steps to take even if you hate statistics!



**Featured Speaker:**

**Dr. Craig Haas, Advantage Performance**

Our Featured Speaker Dr. Craig Haas, is a Management Consultant and Executive Coach at Advantage Performance Group with over 15 years of experience in helping companies select high quality talent and develop leaders.

Craig's specialty is talent assessment for enterprise wide talent acquisition and leadership development initiatives. Craig is also a talented training facilitator and serves as an executive coach to senior and mid-level leaders. He has provided executive assessment and coaching, employee selection and leadership development services to show ROI of human capital. Craig earned his Ph.D. in Industrial-Organizational Psychology from Florida International University (Miami's Public Research University) and has received the SPHR, GPHR and SHRM-SCP Certifications.

You've probably heard the phrase "*What gets measured gets done*"! Join us for a fascinating evening as Dr. Craig Haas debunks some of the myths that prevent HR Professionals from using analytics to both track and prove their results. Math anxiety? Didn't take statistics in school? Don't have time?

Let's call on the Doctor to help us get over these typical humps that prevent us from sitting at the strategic table.

### Learning points of this fascinating presentation:

- Why HR Analytics are so important
- What typically prevents HR leaders from using analytics
- Using analytics to set you HR strategic plan and goals
- Communicating your strategies to other business leaders
- Next steps to help you make the shift from measuring to applying

**Wednesday, September 13, 2017**

**LOOK: 7:00 — 9:00 AM**

**Holiday Inn, Laura Blvd., Norwich**

**Registration: [www.hrlact.org](http://www.hrlact.org)**

**HRLA Members: \$25**

**Guests: \$35**

**SHRM Credits 1.0**

**HRCI Credits 1.0 BUSINESS CREDIT**



**Do YOU want to Sponsor this Event?**

Contact Janet at [wjanet20@aol.com](mailto:wjanet20@aol.com)

### Bring-A-Friend!

If they join HRLA, YOU receive a free HRLA Gift!

### Who Should Attend?

HR Professionals ~ Recruiters ~ Supervisors ~ Managers ~ Students ~ Business Owners



## **Save-The-Date!**

**Sunday, April 29, - Wednesday, May 2, 2018**



### **2018 Tri-State SHRM Conference: "HR: Achieving Greater Organizational Value" Mohegan Sun Convention Center**

*HR Practitioners: Save the Dates to Attend!*

The much awaited [2018 Tri-State SHRM Conference](#) is set to take place at Mohegan Sun, April 29<sup>th</sup> - May 2<sup>nd</sup>. We expect over **300 HR leaders** in attendance. It is a wonderful opportunity for all HR leaders and professionals to come together to meet, learn, exchange information, and have some fun in a great venue! Save the date and join us!

**Be on the lookout - Website opening SOON!**



*HR Service Providers:  
Fabulous Sponsorships Available!*

Exciting sponsorships are available for all of our HR service providers! We are reaching out so you can take advantage of some truly amazing **EXHIBITOR AND SPONSORSHIP** opportunities to market your company to HR leaders in the RI, CT, MA Tri-State area.

For questions/information about exhibitor/sponsorship, contact:  
Lindsay Fernandes [lfernandes@collette.com](mailto:lfernandes@collette.com)



## Recertify Your SHRM-CP or SHRM-SCP in 2017!

***IT'S EASY!***

If you are at least one year into your recertification period and have the required 60 credits or more, you can recertify by going to your **SHRM certification portal**. *It's easy!*

If you recertify before your current three-year recertification period ends, your recertification period remains the same (it is not shortened), and the new recertification period begins as previously scheduled.



Recertification periods begin with the month following your birth month. Once your recertification application is complete and has been approved, your next three-year recertification period will begin from your existing end date.

**Example:**

- Initial certification period: May 2016 (took exam)–July 2019 (birth month)
- Recertified: December 2018
- Next three-year recertification period: July 2019–July 2022

Credits you earn between when you recertify and the end of the current period do not apply to the next recertification period.

**Don't wait, if you have the credits, do it now!**  
**Log onto the SHRM Website for more details and directions:**

**[www.SHRMCertification.org](http://www.SHRMCertification.org)**

**Questions, contact Sandy Spencer, HRLA Certification Chairperson**  
**[Certifications@hrlact.org](mailto:Certifications@hrlact.org)**





## Visit the HRLA Website

### Many FREE Events with Recertification Credits for YOU

There are fresh and interesting **webinars, conferences, and meetings** being **posted on the HRLA Website** almost daily thanks to our Website Guru Amy Gendron! These are located on both the front landing page and under *Events/Professional Events*. Check these out and visit often — many of these Events are FREE and have HRCI and SHRM recertification Credits.



### HR Job Postings:



Do you have an HR Job Opening at your company? At this time, it is FREE to post your HR Job on the HRLA Website! It's as easy as 1, 2, 3! Go to [www.hrlact.org](http://www.hrlact.org), scroll down on the front landing page; click on Job Posting under Employer Center. Fill out a few boxes and Voila — you're done!

### Have you Moved? Do you have a New Job?

Update your HRLA Website **Profile** if you move, change email address or obtain a new position, etc. We want to continue to stay in touch with you!

**NOTE:** If you come to a meeting and are not REGISTERED ahead of time, you may not receive the follow-up email with the **Recertification Certificate** and any other materials. It's best if you can register for our events ahead of time vs. being a walk-in. If you are a walk-in, be sure to inform the great volunteers at the registration table of your email address.



### Stay up-to-date

Join HRLA on LinkedIn and also on Facebook!



## HRLA Events & Board Meetings

### 2017 Board Meetings

Aug. 8 Retreat      Sept. 28 Programs In-Person  
Dec. 14 Annual Mtg

### 2017 HRLA Events

#### Come and Join Us ~

July 12	Dinner Event	Summer Social!
Aug 25	Summer Outing!	Block Island
Sept 13	Dinner Event	Holiday Inn, NOR
Oct 18	Dinner Event	Holiday Inn, NL
Nov 9	Breakfast Event	Holiday Inn, NOR
Dec 7	Dinner Event	Holiday Party & Mtg

## Welcome New Members!

**Welcome Back** to our former members and  
**Welcome** to our brand new member!

Molly Bushy

Rachel Everett

Samantha Couture

Nancy Tanner



### GOOD NEWS

Membership is only \$70. Even though our various costs (meals, etc.) continue to increase, the Board continues to manage our expenses to achieve our goals and keep the overall budget in balance. This has permitted us to keep this year's dues unchanged.

HRLA helps you meet your professional goals in several ways including:

- An opportunity to network on a monthly basis with colleagues facing similar problems and challenges.
- Monthly topics that are pertinent and of concern to HR professionals.
- An annual meeting on diversity in the workplace.
- An annual meeting on Legal Updates - always a "hot" topic for companies of all sizes.
- Information on SHRM-CP and SHRM-SCP; PHR/SPHR certification classes.
- Full access to all areas of our website.
- The opportunity to post jobs at no cost—or look for a new job.
- The chance for recertification credits at many of our 2017 programs.
- A chance to be a part of one of the best local SHRM chapters in New England.

**THANK YOU**  
for joining us!

Joining is as Easy as 1, 2, 3:

Click on <http://www.hrlact.org/> Click on the "Becoming a Member" tab , Click on "Becoming a Member" again, Scroll down to "Become a Member", Enter your profile & pay on-line or mail in your check!

## We Want YOU! Is Now *Your* Time to Step Forward?

The 2017 HRLA Board is up and running strong! But, we still need YOU!

The Nominating Committee is in search of the following Volunteers

### Committee Positions

Membership Committee:	Assist with mailings, flyers
Logistics Committee:	Assist with finalizing details, set-up
Greeters & Registration Desk:	Assist with Event registration
Communications Committee:	Assist with Newsletter, Marketing

Contact Karen for further information! [president@hrlact.org](mailto:president@hrlact.org)

**WELCOME:** Lisa Seymour - to the Membership Committee!  
Seth Handyside - to the Certifications Committee!  
Jennifer Kelly - to the Go-To-Team!  
Felicia Haas - Communications Committee!  
Craig Haas - Programs!





# ROI: the Value of Investing In a Healthy Workplace

## Robin Bouvier, Vice President AON Health & Benefits





# SHRM National Conference New Orleans, LA June 18-22



A few sights and views from The 2017 SHRM National Conference in New Orleans!

Registration and "ALL IN" board on top;

Harry Connick JR takes the stage;

Shopping and great food in NO-LA;

A few of the beautiful buildings!





## 2017 Chapter Leadership

President:	Karen Eichstaedt <a href="mailto:president@hrlact.org">president@hrlact.org</a>
President Elect:	Katie Quackenbush <a href="mailto:presidentelect@hrlact.org">presidentelect@hrlact.org</a>
Secretary:	Sandra Lamotte <a href="mailto:secretary@hrlact.org">secretary@hrlact.org</a>
Treasurer:	Cheryl Calderado <a href="mailto:treasurer@hrlact.org">treasurer@hrlact.org</a>
VPs Membership:	Denise Mangano, Davina Pegge <a href="mailto:membership@hrlact.org">membership@hrlact.org</a>
Membership Engagement Director:	Janet Welch <a href="mailto:membership@hrlact.org">membership@hrlact.org</a>
VPs Programs:	Gail Perrelli & Craig Haas Katie Quackenbush <a href="mailto:programs@hrlact.org">programs@hrlact.org</a>
Legislative Director:	Meredith Diette, Esq. <a href="mailto:legislative@hrlact.org">legislative@hrlact.org</a>
College Relations Director:	Jessica Linicus <a href="mailto:collegerelations@hrlact.org">collegerelations@hrlact.org</a>
Career Links Chair:	Gary D'Orsi <a href="mailto:careerlinks@hrlact.org">careerlinks@hrlact.org</a>
Certification Director:	Sandy Spencer <a href="mailto:certifications@hrlact.org">certifications@hrlact.org</a>
Co-Directors Communications:	Ilie Saracovan Jodie Bartnicki <a href="mailto:communications@hrlact.org">communications@hrlact.org</a>
Community/External Relations Director:	Janine Dunn <a href="mailto:communityrelations@hrlact.org">communityrelations@hrlact.org</a>
Diversity Chair	Tina White <a href="mailto:diversity@hrlact.org">diversity@hrlact.org</a>
Marketing Director:	Gary D'Orsi <a href="mailto:marketing@hrlact.org">marketing@hrlact.org</a>
SHRM Foundation Director:	Maria Fisher Proulx <a href="mailto:shrmfoundation@hrlact.org">shrmfoundation@hrlact.org</a>
Board Members at Large:	Joy Baldrige, Maria S. D'Amelia

## OUR CORE VALUES

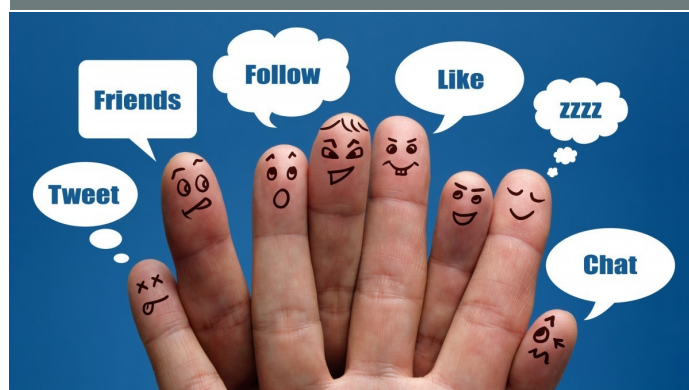
**Collaboration**—We reach out to other professional discipline for mutual development; we build strategic partnerships.

**Community**—We promote civic service and support efforts to meet the needs of the local community.

**Development**—We provide opportunities for professional growth and networking. We promote excellence in human resource practices.

**Innovation**—We foster an environment for generating ideas. We seek opportunities to be leaders and facilitators of change.

**Integrity**—We promote the highest ethical standards and behaviors.



## Contact HRLA CT

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